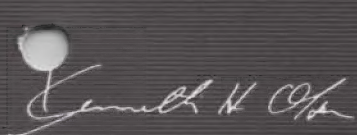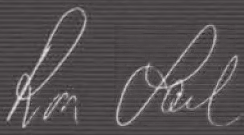# DIGITALK

"May you and your family be blessed with health and happiness during the holidays and throughout the coming year."

Ken Olsen

President

Ron Larkin

Managing Director SPR

digital

THE NETWORK MANAGEMENT CENTRE

Generating New Business

With the recession encouraging companies to focus on their core business and use outside companies to manage their computer networks, the Network Management Centre (NMC), located at Rhodes, is primed to win some business.

The NMC manages Digital's internal network Australia-wide, Easynet, as well as customers' networks. It will take on management of any multivendor networks - even networks without Digital's systems in them.

The NMC is staffed by a team that, combined, has over 30 years of multivendor network management experience. The Centre's showcase environment allows customers to see experts apply Digital's network management product, DECmcc, to the management of live networks and at the same time get some hands-on experience with demonstration equipment also located in the room.

"Network management is a rapidly expanding area - especially as companies continue to increase their dependence on computer networks for day-to-day business," says Mike Gosling, Business Development Manager for Network Management Services. "But as the trend to distributed, multivendor networks accelerates, they become more complicated and harder to manage.

"Customers are now looking at placing the operational management of their networks with experts, rather than spending increasing amounts on updating technology, staffing and training."

The NMC will take on management of any network, no matter how small or large, local or remote. Easynet's nation-wide connectivity provides a highly cost-effective and efficient service.

Customer reaction to the Centre has already been positive. Colin Lumsden, IT Environment Director for Australian Construction Services, told *Digitalk*, "I was considering several options for operational management of our network, including hiring our own staff, but when I visited the NMC I realised that on offer was a service that had the combined strength of Digital's on-site and remote operations behind it - it convinced me."

Lindsay Patterson manages the Centre. Louis Tassone, Jeff Porter, Matthew Knipfer, Goutham Roy and John Murphy form Lindsay's team. Mark Barron is responsible for marketing the Centre's services.

Lindsay can organise a customer visit. For further information on the services offered by the Centre, contact your district network services representatives.

"The Centre gives us a headstart on the competition," says Mark Barron. "We have to move fast to capitalise on it." ■
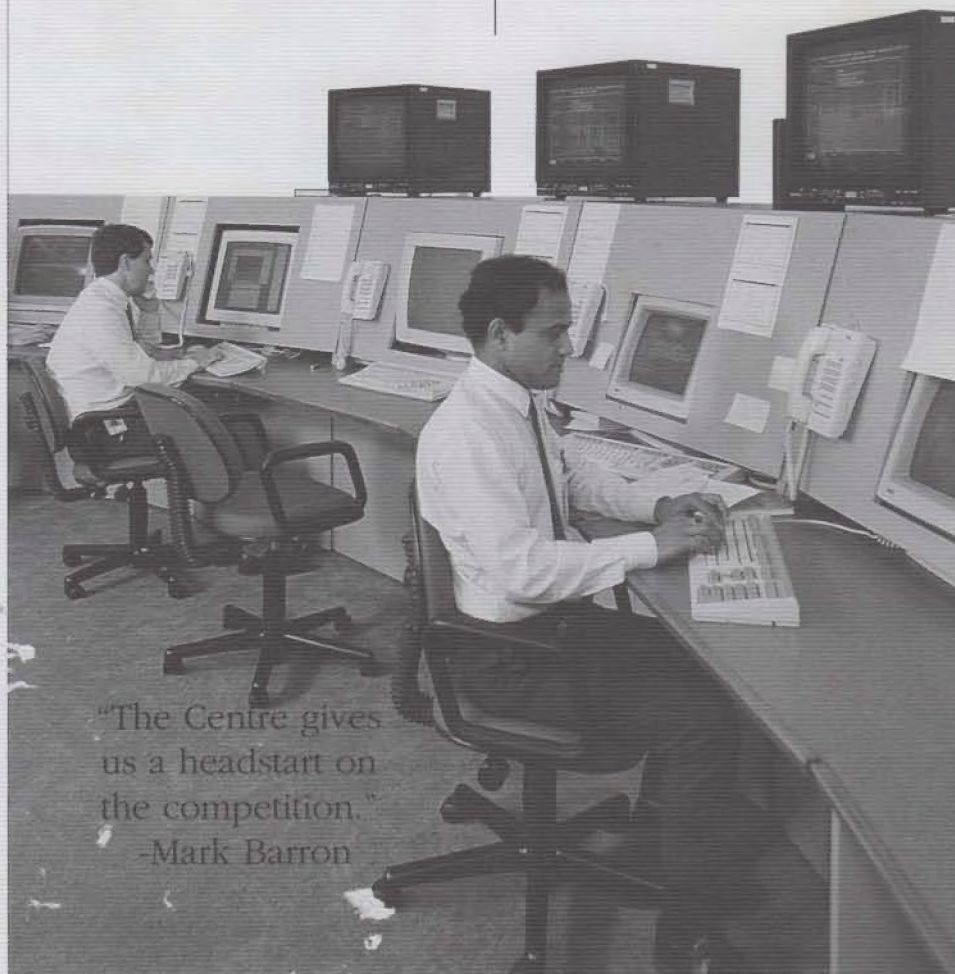
"The Centre gives us a headstart on the competition."
-Mark Barron

DIGITAL AT THE FOREFRONT OF CHANGE

With a Billion Dollar Sale

When the new telecommunications carrier that will be providing competition to Telecom gets into gear, Digital will be providing the technology to help make it all happen.
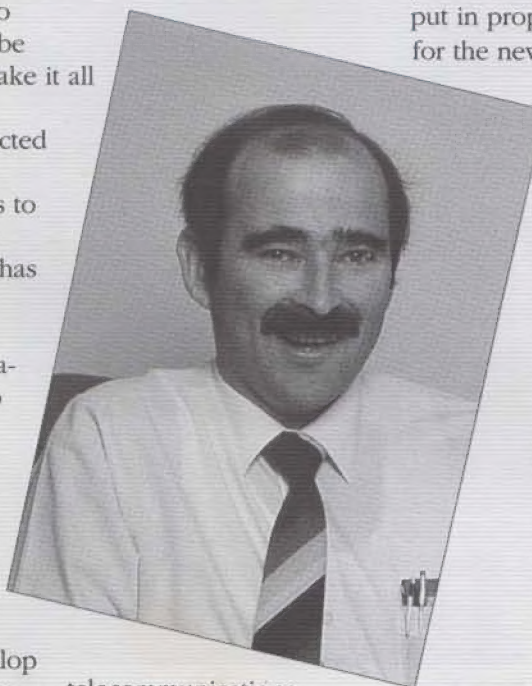
Earlier this year, Digital was selected against IBM and a number of large Australian system integration houses to be the prime contractor of products and services to the consortium that has recently won the right to operate opposite Telecom - OPTUS.

OPTUS is a consortium of companies whose membership is made up 51% by four major Australian companies, Mayne Nickless, AMP, National Mutual Life and AIDC, then BellSouth and Cable and Wireless PLC who each own ...5%.

Digital is tasked with providing services as prime contractor to develop a Phase I Operational Support System (OSS) for OPTUS for implementation commencing in April next year. We are also resposible for the running of the systems or outsourcing.

Digital will be working with OPTUS to devlop a totally new integrated OSS for use by OPTUS. This product will be a leader in the world of telecommunications and will be maketed by Digital internationally, earning export dollars for Australia and cementing Digital's position as the leading supplier to the telecommunications industry worldwide.

Our bid to be a major part of the telecommunications expansion in Australia was a tremendous effort, beginning over a year before the tender was declared. In that time we spoke to a number of potential second carriers and worked to raise our profile both locally and overseas.

Eventually, we identified the OPTUS members as having a more developed strategy than their competitors and we worked with the BellSouth team in Atlanta, Georgia, US.

In April this year, the call came to tender as supplier to OPTUS. In just a month, our team (see box below) had to put in proposals on the development of an OSS for the new OPTUS network. Our brief was to suggest a full range of alternatives that would expand or improve the defined needs.

"We won because of our experience in telecommunications worldwide, our open technology capability and our ability to accurately assess the needs and solutions of the situation," says Account Executive Andrew Phippen (pictured). "We offered the most complete and most innovative business solutions to OPTUS' OSS needs."

While the process of winning the OPTUS tender and supporting OPTUS in its bid has been lengthy and tough, one of the most delicate issues has been Dgital's relationship with Telecom. Telecom is a long-established Digital customer and, acording to Andrew, we believe that ultimately the broadening of our experience will be of benefit to all Australian telecommunications enterprises.

The OPTUS project will give Digital a vehicle to generate significant revenue as the systems integrator and a major opportunity to strengthen our presence in the world's telecommunications market place. With a lifetime potential value of over a billion dollars, it is the largest contract Digital has ever won anywhere in the world. Congratulations to all who made it happen.

THE BID TEAM

Australia: Andrew Phippen, Thomas Bromberg, Wayne Rasmussen, Kevin Wallace, John Brown, Bill Fulton, Bob Tur.ille, Greg Kempthorne and Stuart Davis.

Bid Centre: Helen Cook, Lisa James, Kerry Grant, Judy Norris, Paul McNiff and Anita Paulins.

: Danny Stewart, Glenn Roston, Bob Peters and Jerry Striplin.

Europe: Tony Setchell and Ernst Wellhoener.

THE OPTUS TEAM

Australia: Hugh Johnson, Andrew Phippen, Stuart Davis, David Leighton, Elliot Nicholls, Bridget Murphy and Kevin Wallace (consultant).

US: Thomas Bromberg, Lee Saylor and Danny Stewart.

Europe: Tony Setchell and Ernst Wellhoener.

Congratulations to all involved in the following sales. Your hard work is appreciated.

Account:	Curtin University of Technology
Order by:	Peter Rice
Assisted by:	George Hardie
Location:	Perth
Order:	1 VAX 6510 with HSC60 and disk plus an upgrade to a VAX 6610
Volume:	$600,000
Replacing:	2 VAX 8600 Systems
Application:	Student computing and campus administration.

Account:	Totalizator Agency Board of Victoria
Order by:	Amelia Anderson
Assisted by:	Tim Hughes, Greg Tinkler, Paul Marshall, Wayne Rasmussen, David McKenzie, David Burville, Jim McNally, George Toussis, Wim De Vylder, Dick Rydberg, Anne McMillan, Clare Teale
Location:	Melbourne
Order:	Initial order is for development environment. VAX 4000s and VAXstations. Production system will be VAX 6000s with VAX 4000s for front-end communications.
Volume:	$8-$10 million in the next calendar year.
Replacing:	Concurrent
Application:	The system will handle the TAB's off-course wagering system. The application will be developed from scratch using Digital's DECset products. The operating system will be VMS and will utilise Digital's TP products. The TAB expect to have the system in production by late 1993.

Account:	Asgard Capital Management Limited
Order by:	Peter King
Assisted by:	Alain Baillard, George Hardie, John Jeffreys, Neil Tolliday, Denyse McClements, Peter Rice
Location:	Perth
Order:	VAX 4000 Model 500
Volume:	$500,000
Replacing:	PC based local area network
Application:	Superannuation funds management.

Account:	Coles Myer
Order by:	Peter Evans
Assisted by:	Rick Schoff
Location:	Melbourne
Order:	Upgrade 6310 to 6610, 6410 to 6610, 6510 to 6610 and new sale 4000-5000
Volume:	$1.5 million
Replacing:	As above plus two 8530s
Application:	Distribution, office.

DIGITAL MINES
FOR GOLD

Digital's International Mining Centre (IMC) has been set up in Perth to provide a walk-in demonstration and seminar facility for our mining industry solutions.

Managed by newcomer John Barton and directed by Manufacturing Marketing Manager Cris Nicolli, the IMC also provides facilities to enable the porting, customisation and development of mining industry applications, as well as education and training.

$1.5 million will be invested in the IMC over an initial three-year period in order to establish Digital as the best provider of mining industry solutions world-wide. As part of that aim, the Centre will develop relationships with commercial and government organisations with areas of mutual interest and gain, including research and educational facilities.

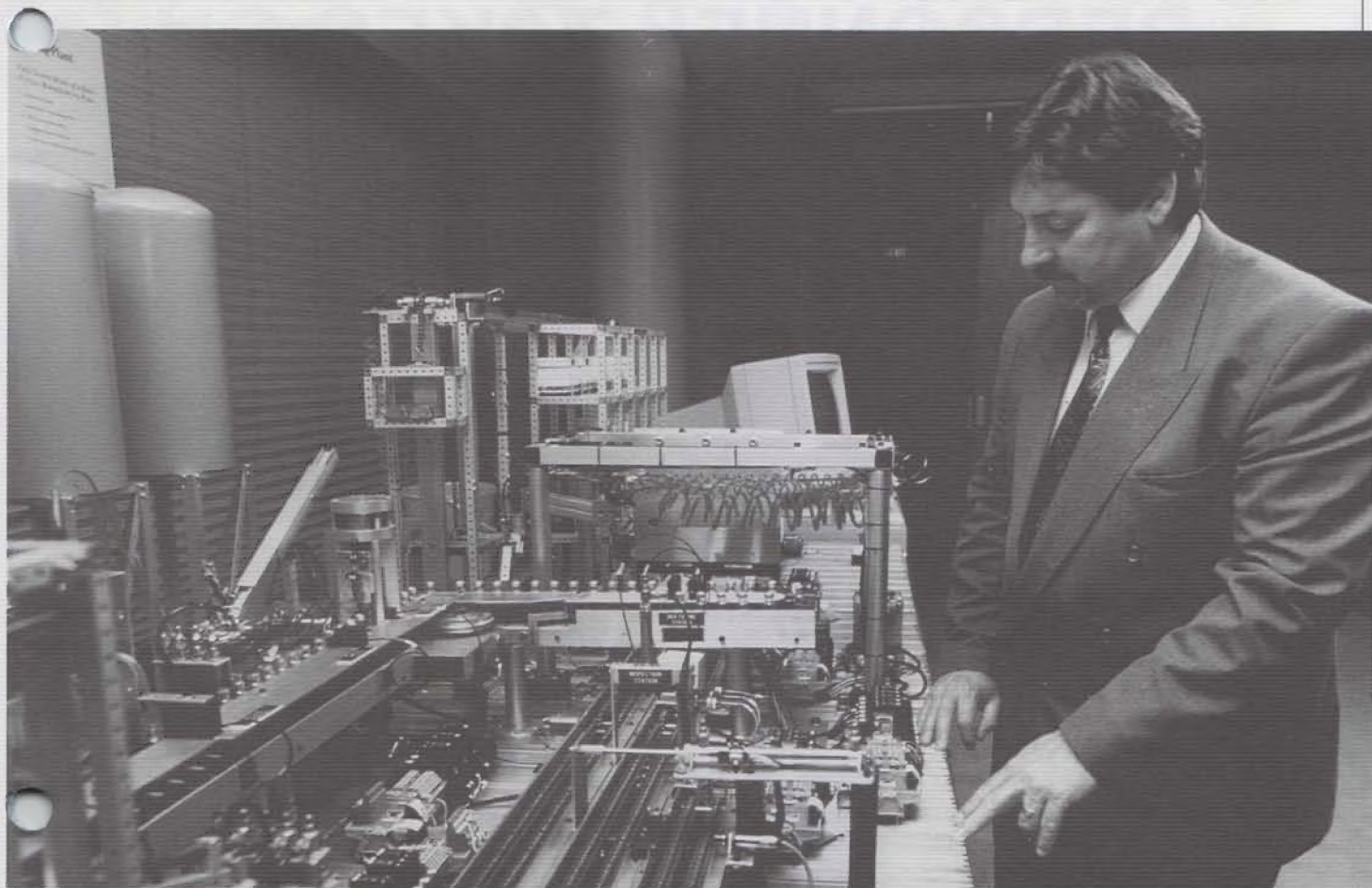The decision to locate the IMC in Western Australia was based on a number of factors, including:
■ Digital's intention to broaden investment activities across Australia;
■ the ability of SPR to support and promote the Centre's activities;
■ and the fact that Western Australia is considered the major centre for mining and resource industries in Australia.

"We are very excited about this opportunity to build on Digital's past experience in the mining industry world-wide and to ensure we are well placed to be the 'obvious first choice' for future mining solutions," says John Barton, pictured. "We can only do this by identifying and completing specific projects within the industry, using both internal and external resources, of which the IMC is just one." ■

STRUTTING OUR STUFF IN MANUFACTURING

■■■■■■■■■■■■■■■■■■■■■■■■■■■■

"An opportunity to show that Digital, with its partners, can provide world class industry applications and solutions."

SPR Headquarters was buzzing at the end of October as customers, potential customers, third parties and our own Sales and Marketing people gathered for a major event in the manufacturing industry.

'Digital Opens Manufacturing: The Real Advantage' attracted some 250 customers and prospects from around Australia over a two-day period. 55 applications from CSOs and Digital were on show, giving us an opportunity to show that Digital, with its partners, can provide world class industry applications and solutions. Seminars ran all day long with guest speakers from industry, customers, CSOs, consultants, Digital Australia and GIA, covering topics from International Trends in Manufacturing to Changes in Workplace Culture, to Radio Frequency Warehousing.

A feature of the event was the Bottling Plant which ran for the duration of the show. This showed a live example of the range of information requirements in a manufacturing operation and demonstrated Digital's ability to provide and integrate the applications to meet these needs.

"In a concentrated timeframe we provided an environment for customers and suppliers alike to view the latest in applications and solutions and to discuss the critical issues with key consultants," said Manufacturing Marketing Manager Cris Nicolli, pictured above. "The feedback has been tremendous."

Digits from Sales, Marketing and Services took part in making the event a success. ■

PERSONNEL TAKES ON A NEW LOOK

In Digital, any formal decisions that are made in the interests of business success are made against the benchmark of core values - choice, trust and the preservation of dignity.

That is why the SPR Personnel organisation has developed a double-stream mission - one for themselves as an organisation, which is to **enable change consistent with core values and high quality standards** - and the other for the whole subsidiary, which is to **encourage behaviour that champions ownership, self motivation and competence**.

To practice what they preach, the Personnel group has restructured, forming a 'flat' organisation in which every member reports directly to Regional Personnel Manager Hugh Johnson, and 'account manages' either a location or a function, as well as taking full responsibility for their specialist Personnel duties (see chart page 8).

As part of the restructuring, the group has been divided into two components - **Client Services** and **Project Services.**

The **Client Services** team is the front desk, providing the first level of service to their internal client. The team is responsible for processing administration transactions such as salary reviews, commencements, database updates and so on. Through this client-server method, Personnel processes and procedures are being refined and completed in a high-quality, timely manner.

The **Project Services** team is

responsible for providing human resource consulting services and specialist human resource support to all Digital organisations. This team's charter is also to create and manage change in Personnel processes.

Along with increasing and refining their own productivity, Hugh Johnson says that a high priority for the Personnel group in FY92 is to provide the Company with processes that will maximise the capabilities of the individual - thereby increasing both Digital's ability to meet its business goals and its ability to maintain a competitive edge in attracting and keeping well qualified people.

"One process that we are focusing on," says Hugh, "is Top Mapping, a proprietary process developed at Digital which we sell to our customers. We have chosen it in Personnel because we believe we should use what we sell and it's an excellent tool for team building, problem identification and visioning.

Back Row: Catherine Barrett, Lorraine Smith, Di Politz, George Gillard, Christine Stirrup, Samantha Coughlan, Mair Goldstein, Ivan Carwell.
Front Row: John Harradine, Anne Gripper, Robin Doube, Annette Van de Krogt, Greg Bourke, Angie Belcher.
Absent: Pat Lucas and Hugh Johnson.
Box left: Alison Minhinnik
Box right: Jan Mottram

Q & A

With IS Manager Dave Johnson

Q Digital has tremendous technological resources. Do we utilise those resources as well as we should?

A We probably don't utilise our resources in the way that a non-computer manufacturer would. Because we've grown so fast in the past, anyone and everyone could buy whatever they wanted whenever they wanted. The whole industry was growing and the focus was on 'how do we deliver', not profit. The consequence of that is there's been no real working strategy, no cost-effective approach to an information architecture or equipment in terms of a desktop strategy.

Q Is that one of the challenges of your job?

A It is one dimension. Ron Larkin recognises that rather than look at IS as an overhead, it should be seen as a business tool. IS can leverage our profitability through developing relevant business applications - tools that can be used in our jobs to reduce the time spent on irrelevances and increase the focus on supporting customers.

The other dimension is that because IS has leading technology and our people are some of the most highly skilled in Australia, we can offer hi-tech information consulting capabilities internally and to customers. There is a consulting group within Digital, but they are not responsible for the day-to-day management of a network or a computer infrastructure. We can offer practical skills that otherwise would not be available internally.

For example, recently we moved both the St Leonards and Pacific Highway facilities to Rhodes. Not only was there a huge customer focus there but internally, everyone has a terminal on their desk - if there was a disruption we would have heard about it! But there wasn't. We moved some 18 tonnes of computer and telephone equipment without a hitch. To do that we had to develop, prior to the move, software applications that were not available anywhere else.

We've got valuable knowledge and skill sets that can and will be utilised more effectively throughout the company. We're redefining, opening, the business.

Q In general in the company, there is a greater focus on account management and working cross-functionally. Will IS also look to that kind of focus as part of 'opening' the business?

A Absolutely. IS has, by the nature of its past Regional work, been inward looking. Now with account management becoming the key focal point of the company, IS is looking outward.

IS Managers have now been assigned a State, so that they can be the window into IS for that State - a representative who will understand the business needs of that State. They have also been given a functional focus so that they understand the specific requirements of a particular function, be it Sales and Marketing, Services or Manufacturing.

In the past we have often implemented pre-determined solutions rather than understand business goals and issues. By having a cross-functional approach, IS can get into the business planning cycle early and be able in a timely and cost-effective manner to develop tools.

Q Are you re-training your people to work within this structure?

A We want to be seen as a business partner, not as a hurdle or obstacle. This means change for everyone. The user must be able to articulate and define needs and IS has a responsibility to understand and to work with these needs. I have every confidence we can do this.

The use of IS as a consulting vehicle has never been formal. If and where it was done, it was done because it was 'the right thing to do' and often the core responsibilities of IS suffered. Our goal is to provide 100% level service, to be maintenance free and to formalise the

MANUFACTURING PRICEWAR:

Let the Source be Local

by Frank Long, Manufacturing Purchasing Manager

The Team: Back left to right; Andrew Yeung, Roland Schmid and Frank Long. Front row; David Sutton, Asif Mirza and Luke Pitt. Missing is Henry Singer, pictured next page conducting a tour of SNA.
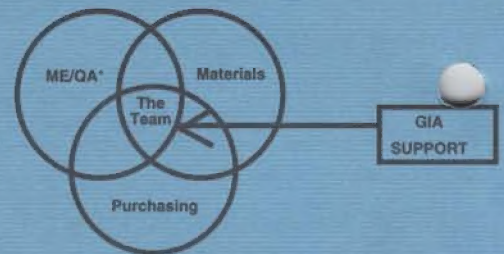
If you want to develop a qualified and reliable local vendor base for materials - so that our locally manufactured products are world price competitive - what do you do?

You find people with similar goals and you form a team.

The Manufacturing group recently formed a team from Purchasing, Engineering and Materials and together they attacked a Bill Of Materials (BOM) of some 700 line items. A BOM is the list of bits and pieces (line items) that make up each product we manufacture.

Our aim was to make sure that as many of those line items as possible were made locally, or at least were bought directly from the overseas manufacturer, rather than from Digital plants. We broke through the 50% direct source barrier and look set to hit 75% by year end.

The benefits of direct sourcing are:
■ Local manufacture - keep the money in Australia.
■ Technology transfer to our local suppliers.
■ Local infrastructure development.
■ Import substitution.
■ Reduce freight/custom duty costs.
■ Reduce our dependency on overseas plants.
■ Reduce leadtimes and transit times.
■ Increase flexibility.
■ Reduce obsolescence risk.

What does this have to do with you?

Often different groups' goals find them working against one another, so look to see if there is a common thread or a higher goal that you can use to link the strengths of these groups. Once you've sold the idea, stand back - nothing can stop Digits once they are all pulling in the same direction. ■

"Our challenge is to conduct our day to day business while we manage significant change in the way we do our work. That's a tough assignment but we will achieve it."

THE GROUP
Hugh Johnson
Executive Committee, Sales & Marketing, SA, WA, Law Department.

Client Services:
Lorraine Smith
IS, employment, population reporting.
Chris Barrett
Finance, Personnel, Law Department, remuneration, job levelling.
Di Pollitz
Victoria/Tasmania, SA, WA, NT, P&P documentation.

Anne Gripper
NSW, ACT, Queensland, OH&S (Occupational Health and Safety), rehabilitation, performance appraisal.
Annette Van Der Krogt
Digital Services, T&N, Finance & Banking, international relocation.
Angie Belcher
Sales & Marketing, Manufacturing Operations, Channels, business controls, emloyee services awards

Administrative Assistants:
Ruth Balmer, Samantha Coughlan, Mairi Goldstein, Alison Minihinnick.

Project Services:
George Gillard
NSW, Queensland, T&N, Finance

employee relations, industrial.
Robin Doube
Manufacturing, Victoria, ACT, IS, special projects.
Ivan Carswell
Digital Services, Channels, Finance & Banking, human resource information systems.
Greg Bourke
Rewards & recognition.
John Harradine
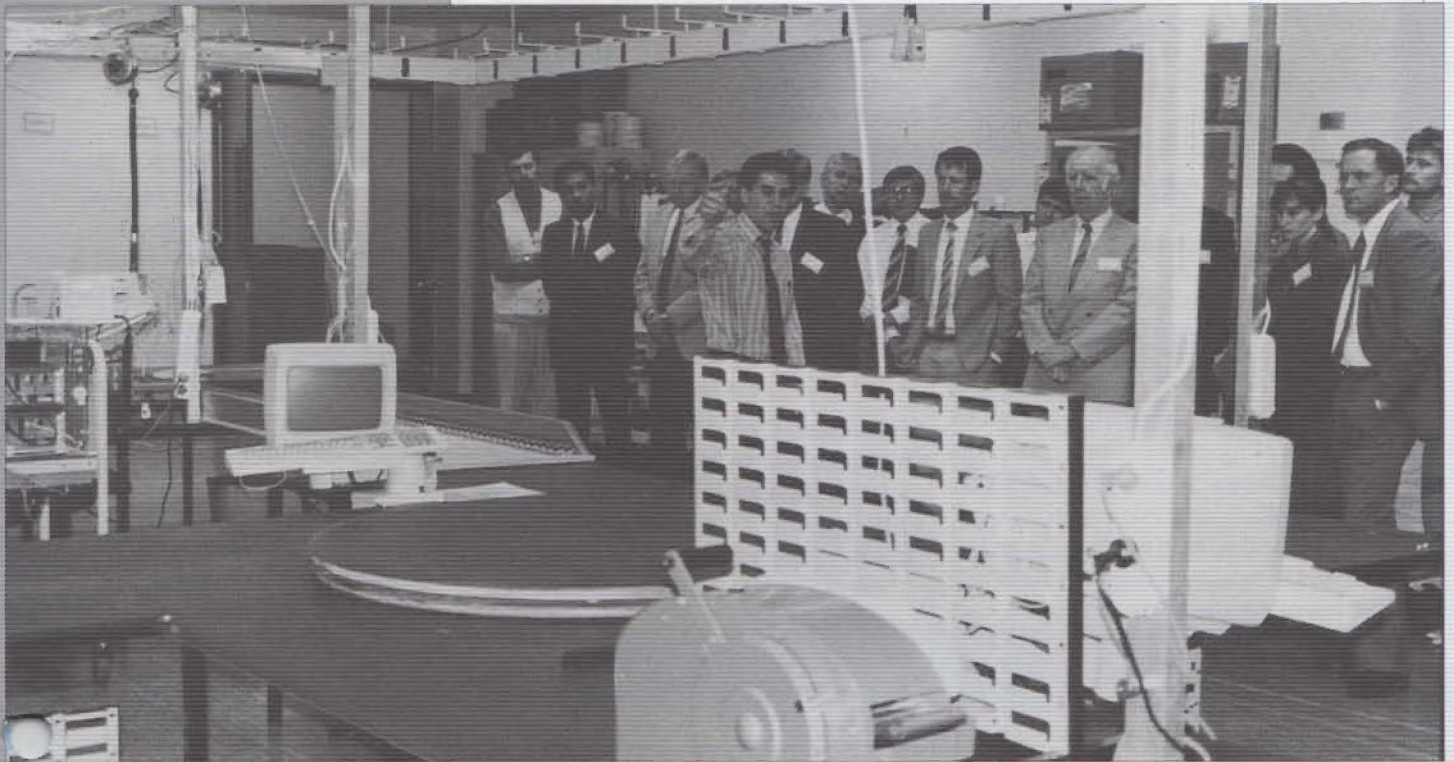Change Management, Organisation Development (including the New Management System).
Pat Lucas
Change Management, Quality for Personnel
Jan Mottram
New Zealand. ■

SHOWCASE TO QUALITY

consulting process so that when we do consult internally, we don't do it to the detriment of these actual responsibilities. I've been working with the business managers to develop this concept.

Some customer skilling needs to happen, so that our people know how to effectively understand the needs of the internal customer. Knowledge-wise, we're primed. It will be a user-pays system.

Digital is a great user of computer equipment in this country. We've got tonnes of it. We want to rationalise that on the basis of being a showcase, using what we sell and doing it in a profitable, cost-effective manner.

■

Our Mowbray Road manufacturing facility (SNA) has been on show to some of the major companies in Australia.

"Come and see how a relatively small plant with complex operations has been set up to conform to world class manufacturing standards," was how the New South Wales Chapter of the Australasian Production and Inventory Control Society (APICS) advertised a tour of the facility - a tour they requested as a follow up to "Company of the Year" award earned by Digital in 1990.

The 31 attendees represented companies such as Toyota, ALM, IBM, Creative Synergy, SC Johnson, BCM Systems, TRW Cables, Honeywell, Netcomm, Anderson Consulting, Crown, Sunbeam Victa and 3M.

Henry Singer, Plant Materials Manager, hosted the event which included a tour of production and of the warehouse as well as presentations and a Q&A session. Henry, assisted by Manufacturing Quality

> "It's gratifying to see the results of a great deal of teamwork." -
> Henry Singer

focal person Larry Lambert, and Production Manager Mike Kargodorian, covered such topics as the MRP II (Manufacturing Resource Planning) system, the JIT (Just-In-Time) process and the Approach to Total Quality Management (see story last issue).

According to Henry, the tour went very well. "There was a great deal of interest in how we were able to get our drive towards Manufacturing Excellence and Total Quality Management going. They seemed very impressed with the simple, common sense solutions we've employed to improve our processes and eliminate waste.

"It's very gratifying to see the results of a great deal of teamwork across all the functions here at the site being affirmed by a group of our peers from the outside." ■

WORLD UPDATE

Africa

Our first African subsidiary has opened in Casablanca, Morocco. The office in Rabat will be entirely devoted to commercial activities and customer support, with the expectation that a network of service centres will eventually be set up.

Digital Morocco is also supported by a network of marketing partners. Digital technology is used by several government agencies including the Foreign Affairs Ministry, the Finance Ministry and the National Electricity office. Morocco was the choice for the subsidiary site because of its favourable economic climate and its strategic importance.

Finland

The Finnish Foreign Ministry has ordered a computer office solution from Digital to service a meeting of the Conference on Security and Co-operation of Europe (CSCE) in March, 1992.

This will be the first time that this group has utilised a modern computer network in document production, translation and delivery. The equipment will be used to operate a conference attended by 3,000 delegates, including several prime ministers and presidents.

Greece

Digital Hellas recently closed its largest sale to date, a seven million dollar sale to the Macedonian-Thrace Bank. The deal is the first major sale by the Greek subsidiary into the finance area. The tailor-made solution includes both the main office systems, the network and the branch systems as well as all the application software. Digital equipment will handle all the bank's transactions interactively with its 50 branches.

America

New systems from Digital will serve as the platform for the Ohio Library and Information Network (OhioLINK), one of the largest statewide library and information networks attempted to date.

The ultimate goal of the project is to connect Ohio's state-supported and private colleges and universities, municipalities, and private organisations - giving them easy access to printed and electronic materials held by the state's principal academic libraries.

◆◆◆

Digital has launched a major research collaboration with the University of California, aimed at overcoming enormous barriers to crucial environmental research.

Research data gathered from earth satellites on such topics as the greenhouse effect, ozone depletion and deforestation, is piling up on millions of computer tapes in warehouses because researchers do not yet have the sophisticated computer resources to use and interpret the data efficiently. Through Project Sequoia 2000, as the collaborative effort is called, Digital is committing four full-time computer scientists, plus $US15 million in equipment and research funds.

◆◆◆

Digital and SONDA, our most successful distributor in Latin America, have joined together to create a new entity called DEAL (Digital Equipment America Latina).

DEAL will be responsible for marketing and logistics support in all 14 of the Latin American countries where Digital has distributors. The formation of DEAL is the latest step in Digital's accelerating investment in the markets of Latin America.

◆◆◆

The Multi Level Security project being performed by Digital for the US Air Force Military Airlift Command has been honoured with the "Best in Open Systems Solutions" award, in the category of Best Security Features, at the Federal Computer Conference.

The Multi Level Security project is an ongoing enhancement to Digital's highly successful Global Decision Support System, which was used extensively by the Military Aircraft Command for command, control and communications during Operation Desert Storm.

India

The Unilever Group of Companies in India has chosen Digital India as its major information technology partner for a nation-wide computerisation programme. The five-year program will enable the group to automate and integrate its manufacturing, financial, and distribution systems throughout India.

One of India's largest commercial computing endeavours to date, the programme will eventually connect the group's head offices in Bombay and Bangalore, 76 factories, 40 branch offices, and more than 2,000 distribution centres nationwide. The deal is worth an estimated $US12.5 million in business to Digital India over a five-year period.

Europe

Digital Equipment Poland, based in Warsaw, has recently opened, employing some 30 people.

The opening follows a successful 18 month period for Digital in Central and Eastern Europe, marked by steady development and stronger-than-expected results.

Digital's first direct presence in the region began in Hungary in April 1990, and Digital Hungary, with some 75 employees, has become that nation's fastest-growing computer company. In Germany, Digital's multifaceted strategy to address the opportunities of unification is well established. Digital's subsidiary in Czechoslovakia, opened in June of this year, already employs 40 people and has achieved some noble success.

◆◆◆

Digital has been awarded a contract by Electrabel, the largest electricity supplier in Belgium with over 90% of the market.

The contract is to provide systems and services that will network more than 250 users at the company's six offices and power plant facilities located in the city of Tihange, Belgium - and is valued at over $US3.5 million.

◆◆◆

Digital is aiding the world-wide fight for children's rights by donating a group of networked PCs and printers to the Defence for Children International (DCI).

Based in Geneva, the DCI works to eliminate the exploitation of children worldwide and offers input and information to the various United Nations economic and social commissions. The new computers will help DCI organise their information better and allow more people access to their documentation.

CAREER MILESTONES

By popular demand, we make up for the missing tribute to people whose career milestones fell in August and September - a gap in the life of *Digitalk*.

5 YEARS

August: 86

Derna Stockman, HMO DS
Jeffrey Wilkinson, CCO SB
Julie Barbieri, MEO Ds
Andrew Stuckey, MEA DS
87 Mark Ashley, DAO DS
Pat Keogh, CAO DS
Karen Hawley, BBO OPS
Marilyn Cross, SNO MKT
Mike Ottoy, ADO Sales

September: 86

Damian Kenealy, ME DS
Bruce Gow, ADO Sales
John Colyer, SNO OPS
Laurie Wright, NZO Sales
Nigel Brooks, SNO DS
Holly Wright, SNO Sales

Eve Kleiman, MEA DS
Leanne Diaz, SNO FA
Vicki Greenwood, SNO DS
Brenda Donnelly, SNO OPS
Sarah Rankin, MEO DS
Greg Longney, MEO DS
Simon Fieldhouse, SNL DS
Bill O'Connor, ADO Sales
Patricia Lasbie, SNO DS

10 YEARS

August: 81

Paul Riley, MEA Sales
Glenn Ireland, SNL MFG
Cris Nicolli, MEO MKT
Peter J King, SNO OPS

September:

Thi Nguyen-tat, SNO OPS
Herman Van Der Graaf, WPO DS
Debbi Norman, MEO OPS
Mark Cleary, MEA DS

15 YEARS

August: 76

Tony T Theodossiou, SNL DS
Rita Sparkes, BBO DS
John Simmonds, MEO DS
Peter Hoyle, SNL DS

September:

73 Ray Muffett, SNO MFG
77 Les Benbrook, BBO DS

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and now to resume normal programming...

5 YEARS

December: 86

Bob McCathie, SNA MFG
Hugh Pattinson, SNO MKT
Pam Howell, SNO FA
87 Tony Parish, CCO Sales
Peter G King, WPO Sales
Brett Farrell, SNO OPS
Adrian Cresswell, SNO MKT
David Scott, SNS DS
Max Collins, NZO Sales
Shiv Sen, SNO FA
Forrest Tignor, BBO DS

January: 87

Cheryl Fergusson, SMP DS
Tom Pilcik, MEO Sales
Lisa James, SNO OPS
Russell Norman, SNO DS
Patrick Woods, SNA MFG

Barry Thompson, SNL DS
Phillip Atkinson, SNO DS
David Ralph, SNO FA
Tina Schembri, SNO DS
Brian Reinberger, SNL DS
Andrew Wilson, SNM DS
Jayne McKnight, WPO OPS
Ariane Kaub, SNO DS
Candace Parks, SNO DS
Terry Munster, SNO DS
Simon Ward, BBO DS
Christine Barrett, SNO PER

10 YEARS

December: 81

Walli Puth, WGO OPS
Des Papac, SNO DS
Rob Fakes, SNO OPS
David Lane, SNA DS

January: 82

Mark Briffa, SNO, DS
John De Angelis, SNO, DS
Heide Bayer, SNO, DS
Peter Hutchison, NLO, DS
Robert Romani, SNS, DS
Martin Kenny, MEA, Sales

15 YEARS

December: 76

Fred Honsch, WAJ DS

January: 77

George Gillard, SNO, PER

Inside

PHILLIPS ACADEMY SCHOLARSHIPS AVAILABLE

Employee dependents are eligible to receive Digital sponsored scholarships for the 1992 Phillips Andover Summer Session. The purpose of the summer session is to provide an experience that deepens and extends the intellect and interests of strongly motivated students.

Eight hundred and fifty public and private high school students from around the world are chosen each year by the Phillips Academy Admissions Committee to attend the six week session. Students between 15 and 17 years of age are eligible to apply. Phillips Academy's policy is to open the experience to as many students as possible and believes it is wise for students to seek different experiences; therefore, those who have attended the summer session once are not eligible to attend a second time. Eighteen subject hours are required and a wide variety of major and minor courses are offered.

Acceptance into the summer program and scholarship awards are determined by the Phillips Academy Admissions Committee. Digital will provide scholarships for dependents of employees covering tuition, room and board. Other expenses such as travel, application, lab and book fees and incidental expenses are the responsibility of the student.

An application and booklet describing the summer session will be available after January 1st. Interested employees should send a memo after December 1, listing their home address and badge number to Joan Urgotis @MSO (paper mail MSO1/B14). All applications must be received by Phillips Academy no later than March 1, 1992. ■